

Division of Behavioral Health Services

CULTURAL COMPETENCE ACTIVITIES ASSESSMENT

NAME: _____

Please enter the appropriate number to indicate the status of the cultural competency activity in your agency.

STATUS CODES
(1 = Not Implementing; 2 = Planning to Implement This Year; 3 = Yes/Currently Implementing)

I. Deputy Director's Personal Leadership	<u>Current Status</u>
<ul style="list-style-type: none"> The Deputy Director consistently identifies cultural competence as a high priority in speeches and other public communications. 	_____
<ul style="list-style-type: none"> The Deputy Director has assigned staff and resources for promoting cultural competence. 	_____
<ul style="list-style-type: none"> The Deputy Director periodically receives reports to check on implementation of these cultural competence strategies and the accomplishment of intended objectives. 	_____
<ul style="list-style-type: none"> You consistently identify cultural competence as a high priority in speeches and other public communications. 	_____
<ul style="list-style-type: none"> You have assigned staff and resources for promoting cultural competence. 	_____
<ul style="list-style-type: none"> You periodically receive reports to check on implementation of these cultural competence strategies and the accomplishment of intended objectives. 	_____
II. Staff and Stakeholder Commitment	
<ul style="list-style-type: none"> The job descriptions of senior management staff include the promotion of cultural competence. 	_____
<ul style="list-style-type: none"> The Deputy Director includes cultural competence objectives in the performance appraisal of senior management staff. 	_____
<ul style="list-style-type: none"> The Deputy Director advocates for cultural competence in the broader mental health community and stakeholder organizations. 	_____
<ul style="list-style-type: none"> Senior management reflects the race/ethnicity demographics of the state. 	_____
III. Responsibility for Cultural Competence	
<ul style="list-style-type: none"> A person exists with overall responsibility for cultural competence. (If less than 1 FTE then what percent of FTE: _____) 	_____
<ul style="list-style-type: none"> The cultural competence position is at the "cabinet" or senior executive level. 	_____

STATUS CODES

(1 = Not Implementing; 2 = Planning to Implement This Year; 3 = Yes/Currently Implementing)

	<u>Current Status</u>
<ul style="list-style-type: none">The person responsible for cultural competence has direct access to the Deputy Director.The person has responsibility for review of major policies and agency products to ensure that cultural competence is included and/or addressed.The person has control of a budget for cultural competence activities.	<hr/> <hr/> <hr/>
IV. Cultural Competence Advisory Committee	
<ul style="list-style-type: none">A cultural competence advisory committee exists.The advisory committee includes representative of the major race/ethnicity groups in the state (groups that are 5% or greater of the state population).The advisory committee includes a person who is deaf or hard of hearing.The advisory committee includes consumers and family members of the different race/ethnicity groups.The Commissioner meets periodically with the advisory committee.The committee is responsible for reviewing policies and making recommendation related to cultural competence.The committee receives reports related to the implementation status of its recommendations.	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
V. Organizational Self-Assessment	
<ul style="list-style-type: none">The agency has a current (within last two years) organizational self-assessment related to cultural competence.The self-assessment was conducted at multiple levels including Central Office, state hospitals, and community mental health centers.The organizational self-assessment includes an analysis of state population and demographics, including poverty level.The self-assessment includes a workforce analysis of the<ul style="list-style-type: none">a. race/ethnicity/gender of direct and contracted providersb. and their languages capacities.The self-assessment includes a description of how the system promotes cultural competence formally (e.g. hiring practices) and informally (e.g. multicultural events).The self-assessment occurs periodically (at least once every two years).	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
VI. Data Analyses	

STATUS CODES

(1 = Not Implementing; 2 = Planning to Implement This Year; 3 = Yes/Currently Implementing)

	<u>Current Status</u>
<ul style="list-style-type: none"> Data elements exist in state mental health agency information systems that reflect the race/ethnicity composition of the populations to be served. These include: <ul style="list-style-type: none"> a. Race b. Ethnicity c. Age d. Gender e. Poverty level f. Languages spoken g. Country of origin h. Religion 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<ul style="list-style-type: none"> Agency monthly, quarterly, and annually reports related to utilization, performance measures, and outcomes routinely include race/ethnicity breakouts. 	<hr/>
<ul style="list-style-type: none"> Analyses are regularly conducted to examine disparities in services (medications, rehabilitation, clinical, in-home, etc.) 	<hr/>
<ul style="list-style-type: none"> Results are disseminated to participating organizations. 	<hr/>
VII. Cultural Competence Plan	
<ul style="list-style-type: none"> A current cultural competence plan exists. 	<hr/>
<ul style="list-style-type: none"> The plan covers all administrative organizational components in its purview. (That is, cultural competence should be a requirement and responsibility at all administrative and organizational levels.) 	<hr/>
<ul style="list-style-type: none"> The cultural competence plan specifically addresses disparities identified through analyses. 	<hr/>
<ul style="list-style-type: none"> The cultural competence plan has measurable objectives. 	<hr/>
<ul style="list-style-type: none"> The cultural competence plan is disseminated widely throughout the system. 	<hr/>
<ul style="list-style-type: none"> The cultural competency plan is reviewed annually. 	<hr/>
<ul style="list-style-type: none"> The cultural competence plan includes the development of culture-specific services. 	<hr/>
VIII. Linguistic Competence	
<ul style="list-style-type: none"> Data is available related to the language needs of the population to be served and persons receiving services. 	<hr/>
<ul style="list-style-type: none"> Language skills of staff are monitored and updated. 	<hr/>
<ul style="list-style-type: none"> Standards exist for qualified mental health interpreters. 	<hr/>
<ul style="list-style-type: none"> Provider and service are available in key languages. 	<hr/>
<ul style="list-style-type: none"> Provider and service directories include information on language assistance available at its organizational components. 	<hr/>

STATUS CODES

(1 = Not Implementing; 2 = Planning to Implement This Year; 3 = Yes/Currently Implementing)

<ul style="list-style-type: none"> The DBHS provides or helps organizations to obtain educational materials translated into the identified languages. 	_____
<ul style="list-style-type: none"> The DBHS provides or helps obtain key administrative and procedural documents in key languages. 	<u>Current Status</u>
<ul style="list-style-type: none"> The DBHS maintains or helps develop directories of qualified interpreters. 	_____
<ul style="list-style-type: none"> The SMHA provides or assists organizations in obtaining training materials for clinical staff in the use of interpreters. 	_____
IX. Standards and Contractual Requirements	
<ul style="list-style-type: none"> Standards of care exist that specifically address cultural competence (e.g. CLAS standards). 	_____
<ul style="list-style-type: none"> Contracts with local authorities and service agencies include cultural competence requirements. 	_____
<ul style="list-style-type: none"> Reporting requirements include break-outs by race/ethnicity. 	_____
<ul style="list-style-type: none"> Reporting requirements specifically include activities related to promoting and sustaining cultural competence. 	_____
<ul style="list-style-type: none"> Cultural competence is included in quality assurance and quality improvement activities and projects. 	_____
X. Resources	
<ul style="list-style-type: none"> Resources are designated specifically for cultural competence training. 	_____
<ul style="list-style-type: none"> Resources are designated (or are available) for language and qualified interpreter services. 	_____
<ul style="list-style-type: none"> Resources are designated for culture-specific programs and services. 	_____
<ul style="list-style-type: none"> Resources are allocated <u>statewide</u> for cultural competence training and related services. 	_____
<ul style="list-style-type: none"> Resources are allocated specifically to reduce disparities. 	_____
	-